CONCORDIA UNIVERSITY
FACULTY OF COMMERCE AND ADMINISTRATION
MINUTES OF FACULTY COUNCIL MEETING
SEPTEMBER 13, 1991

Present: C. A. Ross, Chair
S. A. Alvi (Econ.),K. Argheyd (Mana.), B. Barbieri (Mktg.), C. Bayne (DS&MIS), B. Black (P.R.), J.-M. Bourjolly (DS&MIS), A. Brodt (Fina.), L. Brunet (CGSA), U. de Brentani (Assoc. Dean), D. Doreen (DS&MIS), T. Dowd (CASA), J. Dracontaidis (CASA), D. Gaul (CASA), K. F. Gheyara (Acco.), Z. Gidengil (Mktg.), S. K. Goyal (DS&MIS), S. Hoffman (Lib.), B. Ibrahim (Mana.), A. Jalilvand (Fina.), N. Kaminaris (CASA), G. Kanaan (Acco.), V. H. Kirpalani (Mktg.),B. Kolthoff (CASA), H. Kotsovos (CGSA), G. Martin (Comp.Sci.), J. Mrenica (CASA), J. Muller (Liaison), J. Nader (Assoc. Dean), C. Patterson (Fina.), L. Prendergast (Reg.), G. S. Rajan (Mana.), F. L. Sbrocchi (Acco.), M. Sharma (DS&MIS), F. Simyar (Acco.), T. J. Tomberlin (DS&MIS), R. O. Wills

Absent with regret: G. J. Gouw, M. Kusy

I **Call to Order**
The meeting was called to order at 09:35.

II **Closed Meeting**

III **Open Meeting**

IV **Approval of the Agenda - CAFC-91**
The agenda was approved with the following addition:

Item XII, Other Business, 2. (a) Election of Faculty Appeals Committee for Academic Re-Reads and Re-evaluation (1 year term) and (b) Election of Standing Committee on Cheating and Appeal (2 year term).

V **Approval of the Minutes of the Previous Meeting**
The minutes of the Faculty Council meeting held Friday, May 17, 1991, CAFC-91-05M, were approved with the following amendment:

P. 8, paragraph 6, last sentence - delete "...was suggested by the Vice-Rector, Academic because of the success of ...", insert "...was inspired by the Vice-Rector, Academic's visit to Costa Rica and the success of ...".

VI **Chairs Remarks and Question Period**
The Chair welcomed new and returning members of Faculty Council. With reference to items outstanding from the previous meeting of Faculty Council, the Chair reported:

- Dr. J. C. Giguére agreed to fund the ABI information system for the library.
- Dr. M. Cohen confirmed that the Faculty of Commerce and Administration had obtained $110,000 in support of the Business Communications course. The Chair noted

that the cost of the course exceeded this amount.

. The Faculty Election Committee has been established and is expected to meet to proceed with clarifying procedures for Faculty elections. The members are: K. F. Gheyara, Department of Accountancy, M. Sharma, Department of Decision Sciences and MIS, B. English, Department of Finance, G. S. Rajan, Department of Management, P. Pasold, Department of Marketing.

The Chair announced that fourteen faculty members had successfully completed the French course offered to faculty members during the summer. He advised that he is attempting to have a French course launched for the non-academic personnel during the coming year. In conclusion, the Chair encouraged participation in the Concordia Shuffle, which will take place on Friday, September 27th, and the Rector's reception which takes place today at 5:00 p.m..

T. Dowd issued a verbal notice of motion for the establishment of an International Business Medal. He explained that medals are only issued by department affiliation and since the International Business programme is not contained within a department, University regulations deny graduates of the International Business the opportunity to receive the same honor accorded to other graduates in the Faculty.

VII **Business Arising from Previous Meeting**

1. **International Exchange Programme - Annual Report to Faculty Council - CAFC-91-06A-01**

During the ensuing discussion the following issues were raised:

. With regard to planning, page 3 - CAFC-91-06A-01, Professor Bourjolly agreed to include student participation on the proposed advisory committee.

. With regard to a request for financial information, the Chair pointed out that this was not the responsibility of Council and was not included in programme reports. He noted that the financial contribution of the International Exchange programme to the Faculty is indicated in the FC&A Budget.

. Council members acknowledged U. de Brentani for being the originator of the successful linkage with the University of Gothenburg.

. With regard to a question about the Faculty's position on the conduct of the government of China relative to continuing participation in the exchange programme, Professor Bourjolly explained that his mandate with the Faculty and University is to administer a programme which is funded by the Canadian government (CIDA) and, as such, supported by Canadian Universities. He indicated that the decision to continue the current exchange does not rest in his hands. It was again recommended that the Faculty re-evaluate its relationship with

China taking into consideration the conduct of the Chinese government in terms of human rights violations. The Chair replied that a written request that the Faculty re-evaluate the current exchange programme with China could be forwarded to the Faculty Steering Committee for consideration as a Faculty Council agenda item.

2. **Revision of course evaluation for - motion from FC&A Equity Committee - CAFC-91-06A-09**

IT WAS MOVED BY B. BARBIERI AND SECONDED BY U. DE BRENTANI THAT FACULTY COUNCIL APPROVE THE MOTION PROPOSED BY THE FACULTY EQUITY COMMITTEE AS ARTICULATED IN DOCUMENT CAFC-91-06A-09.

During the ensuing discussion the following comments were noted:

- Questions 1 and 2 relate to gender and race respectively. Why is race deleted while gender remains in question 3?
- The onus of sexism and racism is being placed on the professors when very frequently students exhibit sexist and racist behaviors. How can faculty members be protected?
- The questions do not deal with the complexity of sexist/racist behaviours.
- There was a strong objection to the two year delay in dealing with this issue.
- It was suggested that part of the problem is that faculty are not aware of their own sexist/racist behaviors and that the implementation of the proposed questions could be considered a self-educating process whereby all information is confidential to the individual faculty member only. This could be instituted on a trial basis and evaluated after a given period of time - a two year period was noted.
- Strong concern was expressed about the legality of anonymity in accusing an individual of sexism or racism and the possibility of establishing a witch hunt process rather than dealing with specific cases of sexist or racist behavior.
- It was pointed out that the issue cannot be put aside in a Faculty where 7/8's of the professors are males and 52% of the student population is female.

It was noted that if the Faculty could not find a method of dealing with the issue, the

students of CASA would have to take the initiative.

IT WAS MOVED BY N. KAMINARIS AND SECONDED BY G. S. RAJAN THAT THE MOTION BE TABLED AND THE ISSUE BE REFERRED BACK TO THE EQUITY COMMITTEE FOR FURTHER DELIBERATION WITH THEIR RECOMMENDATIONS TO BE BROUGHT FORWARD TO THE OCTOBER 4TH MEETING OF FACULTY COUNCIL.

The motion was carried (12 in favor, 7 opposed, 4 abstentions).

VIII **Report: Commerce Undergraduate Curriculum Committee**

There was nothing to report.

IX **Report: Graduate Studies and Research**

1. **Calendar submission for AMBA Programme - CAFC-91-06A-02**

W. Taylor briefly outlined the first calendar submission of the M.B.A. - Airline Management Option.

IT WAS MOVED BY V. H. KIRPALANI AND SECONDED BY B. KOLTHOFF THAT FACULTY COUNCIL APPROVE THE AMBA CALENDAR SUBMISSION AS ARTICULATED IN DOCUMENT CAFC-91-06A-02.

The motion was carried.

2. **Revision of calendar submission for DIA/DSA Programmes - CAFC-91-06A-03**

C. Bayne explained the urgency in implementing recommendations arising from last year's appraisal of the programmes and noted that this is the first of two sets of modifications to the current programmes. Professor Bayne requested that the following pages be withdrawn from document CAFC-91-06A-03: page 11/32, 29/32, 31/32, 32/32.

IT WAS MOVED BY C. BAYNE AND SECONDED BY A. JALILVAND THAT THE REVISIONS TO THE CALENDAR SUBMISSION FOR THE DIA/DSA PROGRAMMES AS ARTICULATED IN DOCUMENT CAFC-91-06A-03 BE APPROVED BY FACULTY COUNCIL.

During the discussion period it was noted that the DIA/DSA Programme Committee had not had the opportunity to review the submission and there has been no consultation with the DS&MIS Department and M.B.A. Programme regarding changes that have a direct impact on the respective course offerings. In addition, it was pointed out that the new course with accompanying resource implications is not likely to be approved by the Academic Programmes Committee of Senate without the provision of more detail.

The need to facilitate the efforts of Professor Bayne to meet the requirements of the Appraisal report which must be responded to by November 1st was acknowledged and accepted, however, it was

agreed that further consultation was needed prior to approval by Council in order to ensure smooth passage by all University bodies. It was emphasised that speedy action must be taken in order to maintain the programme for the Faculty. Professors Bayne and Jalilvand agreed to withdraw the motion. The submission will be brought back to Council after further consultation and clarification.

3. **Composition of Ph.D. Local Committee - CAFC-91-06A-04**

Professor de Brentani briefly explained the rationale for the revision of the committee composition.

IT WAS MOVED BY U. DE BRENTANI AND SECONDED BY T. J. TOMBERLIN THAT FACULTY COUNCIL APPROVED THE REVISED COMPOSITION OF THE PH.D. LOCAL COMMITTEE AS OUTLINED IN DOCUMENT CAFC-91-06A-04.

The motion was carried.

X **Reports from Faculty Representatives on University Committees**

1. **University Senate**

A. Jalilvand advised that an important issue raised at Senate is the Appraisal of Departments. He noted that the process is expected to include wide participation and he urged Department Chairs to share the available documents with their department members so that they are well informed.

2. **Arts and Science Faculty Council**

There was no report.

3. **Senate Academic Planning and Priorities Committee**

There was no report.

4. **Senate Academic Programmes Committee**

There was no report.

5. **Senate Research Committee**

U. de Brentani reported that three new faculty members were successful in obtain FRDP start up grants. She advised that information will be available shortly for FRDP grants for regular scholars and urged the Department Chairs to encourage faculty members to make applications.

6. **Academic Services Committee**

There was no report.

7. **University Library Committee**

There was no report.

8. **Fellowships, Scholarships and Awards Sub-Committee**

There was no report.

9. **Sub-Committee on Academic Computer Policy**
There was no report.

10. **Computer Resource Committee**
There was no report.

11. **Board of Governors**
There was no report.

12. **Board of Graduate Studies**
There was no report.

13. **Student Administrative Services**
There was no report.

XI **New Business**

1. **Annual Report - Executive MBA Programme CAFC-91-06A-05**
IT WAS MOVED BE A. JALILVAND AND SECONDED BY T. J. TOMBERLIN THAT FACULTY COUNCIL ACCEPT THE EXECUTIVE MBA PROGRAMME ANNUAL REPORT, CAFC-91-06A-05.

The motion was carried.

2. **Reaction to "Notice of Motion" and the Report from the Ad Hoc Committee on Degree Nomenclature -a CAFC-91-06A-06 (US-91-2-D17 and D18)**
The Chair explained that the proposal, if accepted, would change the Bachelors degree to Baccalaureate, the Masters to Magisteriate and the Doctor of Philosophy (Ph.D.) to Doctorate. During the following discussion period it was noted that many students were not aware of this proposal and a number of MBA students have indicated that the change would have a negative effect on individual students, the Faculty and the University.

IT WAS MOVED BY H. KOTSOVOS AND SECONDED BY N. KAMINARIS THAT THE MOTION BE SENT BACK TO SENATE WITH THE RECOMMENDATION THAT A STUDENT REFERENDUM BE HELD ON THE ISSUE.

The mover and the seconder agreed to amend the motion to include "by each Faculty, by degree" and "prior to further consideration by Senate".

The final motion reads:

IT WAS MOVED BY H. KOTSOVOS AND SECONDED BY N. KAMINARIS THAT THE MOTION BE SENT BACK TO SENATE WITH THE RECOMMENDATION THAT A STUDENT REFERENDUM BE HELD ON THE ISSUE, BY EACH FACULTY, BY DEGREE, PRIOR TO FURTHER CONSIDERATION BY SENATE.

The motion was carried (23 in favor, 4 opposed).

3. **FC&A Business Advisory Board - CAFC-91-06A-07**
The Chair highlighted the activities of the Task Force to date. During the discussion period it was noted that the mission of the Advisory Board should include Professional Programmes and it was

recommended that the word "Business" be deleted inasmuch as Faculty programmes encompass the not-for-profit sector. Student representation in the membership was requested.

The Chair asked that all further comments be sent to him in writing to bring back to the Task Force.

4. **FC&A Mission Statement - CAFC-91-06A-08**
IT WAS MOVED BY B. BARBIERI AND SECONDED BY T. J. TOMBERLIN THAT THE FACULTY MISSION STATEMENT, CAFC-91-06A-08, BE SENT TO THE DEPARTMENTS, CASA AND CGSA, FOR CONSIDERATION AND FEEDBACK TO BE BROUGHT TO THE NOVEMBER 1991 FACULTY COUNCIL MEETING.

The motion was carried.

XII **Other Business**

1. **Election of 1991-92 Faculty Council Steering Committee**
Professors S. K. Goyal, G. Kanaan and A. Brodt were elected to serve for a one year term commencing September 1991 and terminating after the first Faculty Council meeting in September 1992. Professor Goyal, Kanaan and Brodt will select the Secretary of the Steering Committee amongst themselves.

2. **Election of (a) Faculty Appeals Committee for Academic Re-reads and Re-evaluation (1 year term); (b) Standing Committee on Cheating and Appeal (2 year term)**
It was agreed that the Department Chairs would advise R. O. Wills of the delegated representatives as follows:

- one (1) representative from each department to serve on the Faculty Appeals Committee for one term expiring May 31, 1992

- one representative from the Departments of Finance and Management to serve on the Standing Committee on Cheating and Appeal for a two year term expiring May 31, 1993. The new committee will be composed as follows:

Department	Representative	Term Expiry
Accountancy	R. Kapoor	May 31/92
DS&MIS	B. Baran	May 31/92
Finance		May 31/93
Management		May 31/93
Marketing	C. Kim	May 31/92

It was agreed that the membership of the two committees will be ratified by Faculty Council at the October 4th meeting of Council.

The meeting was adjourned at 12:30.

XIII **Next Meeting**

The next meeting of Faculty Council will take place on Friday, October 4, 1991 at 09:30 in room GM403-2, SGW Campus.